Pre-Deployment Pay Entitlements Brief

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Overview

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Entitlement-Base Pay

- Base Pay is a monthly amount based on pay grade and longevity in the service.
- The current 2004 pay scale can be found at the following web site.
- http://www.dfas.mil/money/milpay/pay/2004paytable.pdf

BASIC PAY—EFFECTIVE JANUARY 1, 2004[1/]

Cumulative Years of Service

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26
O-10[2/]	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12524.70	12586.20	12847.80	13303.80
O-9	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10954.50	11112.30	11340.30	11738.40
O-8	7751.10	8004.90	8173.20	8220.60	8430.30	8781.90	8863.50	9197.10	9292.80	9579.90	9995.70	10379.10	10635.30	10635.30	10635.30
O-7	6440.70	6739.80	6878.40	6988.50	7187.40	7384.20	7611.90	7839.00	8066.70	8781.90	9386.10	9386.10	9386.10	9386.10	9433.50
O-6	4773.60	5244.30	5588.40	5588.40	5609.70	5850.00	5882.10	5882.10	6216.30	6807.30	7154.10	7500.90	7698.30	7897.80	8285.40
O-5	3979.50	4482.90	4793.40	4851.60	5044.80	5161.20	5415.90	5602.80	5844.00	6213.60	6389.70	6563.40	6760.80	6760.80	6760.80
O-4	3433.50	3974.70	4239.90	4299.00	4545.30	4809.30	5137.80	5394.00	5571.60	5673.60	5733.00	5733.00	5733.00	5733.00	5733.00
O-3	3018.90	3422.40	3693.90	4027.20	4220.10	4431.60	4568.70	4794.30	4911.30	4911.30	4911.30	4911.30	4911.30	4911.30	4911.30
O-2	2608.20	2970.60	3421.50	3537.00	3609.90	3609.90	3609.90	3609.90	3609.90	3609.90	3609.90	3609.90	3609.90	3609.90	3609.90
O-1	2264.40	2356.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50	2848.50
O-3E[3/]	0.00	0.00	0.00	4027.20	4220.10	4431.60	4568.70	4794.30	4984.20	5092.80	5241.30	5241.30	5241.30	5241.30	5241.30
O-2E[3/]	0.00	0.00	0.00	3537.00	3609.90	3724.80	3918.60	4068.60	4180.20	4180.20	4180.20	4180.20	4180.20	4180.20	4180.20
O-1E[3/]	0.00	0.00	0.00	2848.50	3042.30	3154.50	3269.40	3382.20	3537.00	3537.00	3537.00	3537.00	3537.00	3537.00	3537.00
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5360.70	5544.30	5728.80	5914.20
W-4	3119.40	3355.80	3452.40	3547.20	3710.40	3871.50	4035.00	4194.30	4359.00	4617.30	4782.60	4944.30	5112.00	5277.00	5445.90
W-3	2848.80	2967.90	3089.40	3129.30	3257.10	3403.20	3595.80	3786.30	3988.80	4140.60	4291.80	4356.90	4424.10	4570.20	4716.30
W-2	2505.90	2649.00	2774.10	2865.30	2943.30	3157.80	3321.60	3443.40	3562.20	3643.80	3712.50	3843.00	3972.60	4103.70	4103.70
W-1	2212.80	2394.00	2515.20	2593.50	2802.30	2928.30	3039.90	3164.70	3247.20	3321.90	3443.70	3535.80	3535.80	3535.80	3535.80
E-9[4/]	0.00	0.00	0.00	0.00	0.00	0.00	3769.20	3854.70	3962.40	4089.30	4216.50	4421.10	4594.20	4776.60	5054.70
E-8	0.00	0.00	0.00	0.00	0.00	3085.50	3222.00	3306.30	3407.70	3517.50	3715.50	3815.70	3986.40	4081.20	4314.30
E-7	2145.00	2341.20	2430.60	2549.70	2642.10	2801.40	2891.10	2980.20	3139.80	3219.60	3295.50	3341.70	3498.00	3599.10	3855.00
E-6	1855.50	2041.20	2131.20	2218.80	2310.00	2516.10	2596.20	2685.30	2763.30	2790.90	2809.80	2809.80	2809.80	2809.80	2809.80
E-5	1700.10	1813.50	1901.10	1991.10	2130.60	2250.90	2339.70	2367.90	2367.90	2367.90	2367.90	2367.90	2367.90	2367.90	2367.90
E-4	1558.20	1638.30	1726.80	1814.10	1891.50										
E-3	1407.00	1495.50	1585.50	1585.50	1585.50										
E-2	1337.70	1337.70	1337.70	1337.70	1337.70										
E-1 4 mos +	1193.40	1193.40	1193.40	1193.40	1193.40										
E-1 -4 mos	1,104.00														

NOTES:

1. While serving as JCS/Vice JCS, CNO, CMC, Army/Air Force CS, basic pay is $14,634.20 (See note 2).
2. Basic pay for an O-7 to O-10 is limited by Level III of the Executive Schedule which is $12,050.00. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is $10,608.30
3. Applicable to O-1 to O-3 with at least 4 years & 1 day of active duty or 1460 points as a warrant and/or enlisted member. See DoDFMR for more detailed explanation on who is eligible for this special basic pay rate.
4. For the MCPO of the Navy, CMSgt of the AF, Sergeant Major of the Army or Marine Corps, basic pay is $6,090.90. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFP/IDP which is $225.00.

Entitlement-Basic Allowance for Housing(BAH)

- BAH is paid based on rank and zip code.
- BAH is paid to offset housing cost for not living in Government Quarters. It is non-taxable
- It is paid based on the zip code at the location of your dependents residence.
- Single members can receive BAH if they maintain the residence they occupy upon deployment.
- Single Parent with custody of child will receive dependent rate as long as the child is not in the care of a natural parent. If with natural you are treated as single
- The BAH rates can be found at the following web site:
- http://www.dtic.mil/perdiem/bahform.html

Uniform Maintenance Allowance

- This a one time allowance to bring your sea bag up to the active duty level.
- All officers $200.00
- Male enlisted $297.81
- Female enlisted $420.46. This a higher amount to allow for multiple uniforms they have different then the men.

Basic Allowance for Subsitance (BAS)

- BAS is non-taxable allowance to offset for meals not provided at a government mess facility.
- Officers rate is $175.23 per month.
- Enlisted rate is $254.56 per month.

Hostile Fire Pay(HFP)

- HFP is paid based on the location of either the member or unit in a designated combat zone.
- Monthly entitlement at a rate of $225.00.
- One day in country entitles you to the amount for the entire month.
- This entitlement also decides if entitled to tax free.

Hardship Duty Pay

- It will appear on the LES as Saved Pay.
- The entitlement amount is based on location.
- It is pro-rated to day for day in the country designated.

Family Separation Allowance (FSA)

- FSA is a non-taxable allowance paid to a member for being away from their immediate family.
- It can be paid if you are a single parent awarded custody of the child.
- Entitlement starts after being deployed 30 days.
- Entitlement is at a rate of $250.00 per month and ends on the day the deployment would end.

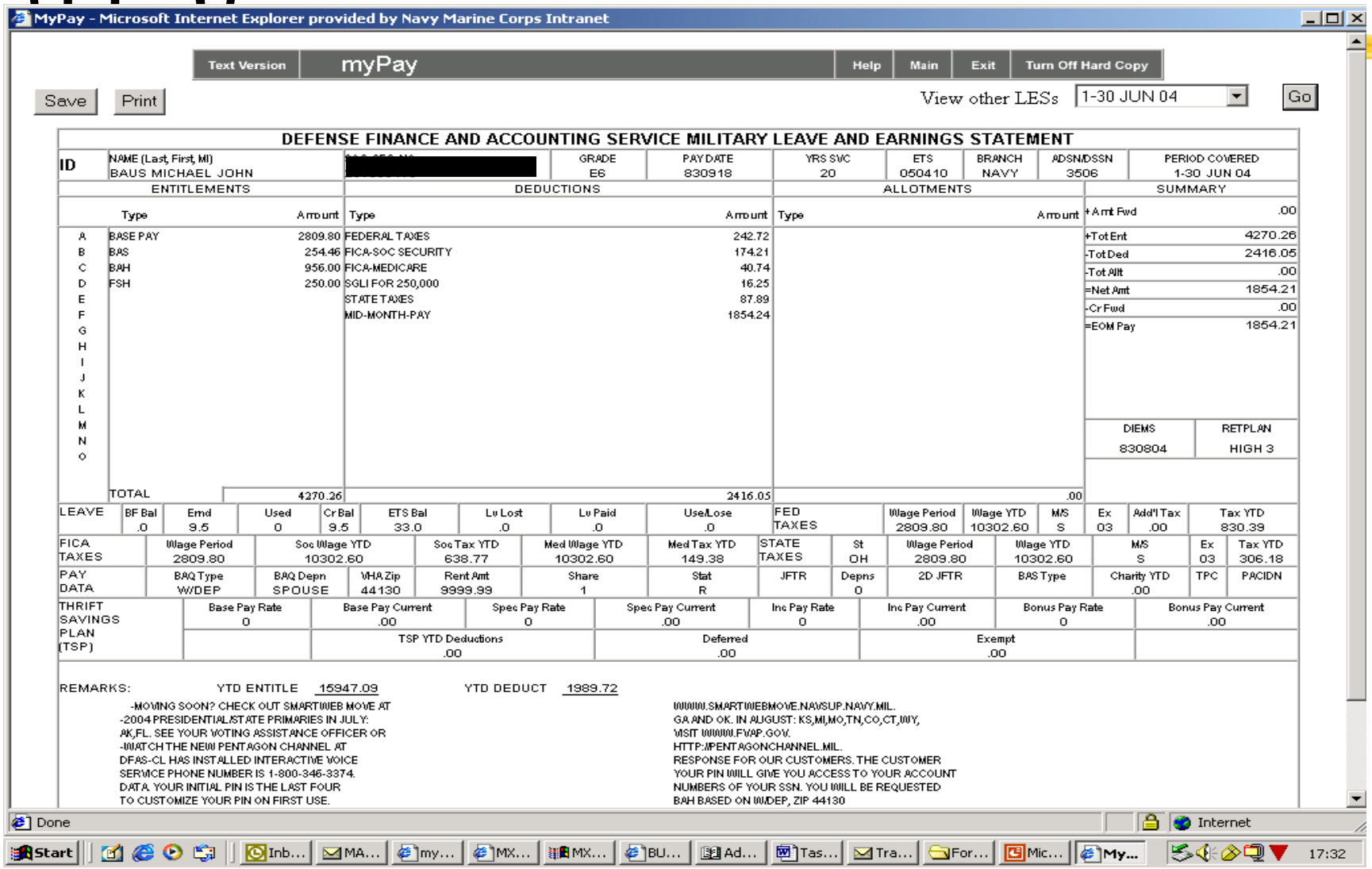
Leave

- Leave is earned at a rate of 2.5 days per month or 30 days for an entire year.
- Leave earned in the CZTE area is paid as tax free when the deployment is over.
- Suggest that you take leave upon return vice selling it. If you take the leave you get paid pay and allowances for the time on leave. If you sell you only get paid Base Pay.

Tax Liability

- Enlisted members are tax exempt for State and Federal taxes.
- Officer are taxed on any taxable pay entitlements in excess of 5957.70 per month.
- All members are required to pay social security taxes based on base pay only.

Leave and Earning Statement (LES)



MyPay - Microsoft Internet Explorer provided by Navy Marine Corps Intranet

Text Version | myPay | Help | Main | Exit | Turn Off Hard Copy

Save | Print | View other LESs: 1-30 JUN 04 | Go

DEFENSE FINANCE AND ACCOUNTING SERVICE MILITARY LEAVE AND EARNINGS STATEMENT

ID	NAME (Last, First, MI)	[redacted]	GRADE	PAY DATE	YRS SVC	ETS	BRANCH	ADSN/DSSN	PERIOD COVERED
	BAUS MICHAEL JOHN		E6	830918	20	050410	NAVY	3506	1-30 JUN 04

	ENTITLEMENTS Type	Amount	DEDUCTIONS Type	Amount	ALLOTMENTS Type	Amount
A	BASE PAY	2809.80	FEDERAL TAXES	242.72		
B	BAS	254.46	FICA-SOC SECURITY	174.21		
C	BAH	956.00	FICA-MEDICARE	40.74		
D	FSH	250.00	SGLI FOR 250,000	16.25		
E			STATE TAXES	87.89		
F			MID-MONTH-PAY	1854.24		
G						
H						
I						
J						
K						
L						
M						
N						
O						
	TOTAL	4270.26		2416.05		.00

SUMMARY	
+ Amt Fwd	.00
+Tot Ent	4270.26
-Tot Ded	2416.05
-Tot Allt	.00
=Net Amt	1854.21
-Cr Fwd	.00
=EOM Pay	1854.21

DIEMS	RETPLAN
830804	HIGH 3

LEAVE	BF Bal	Emd	Used	Cr Bal	ETS Bal	Lv Lost	Lv Paid	Use/Lose
	.0	9.5	0	9.5	33.0	.0	.0	.0

FED TAXES	Wage Period	Wage YTD	M/S	Ex	Add'l Tax	Tax YTD
	2809.80	10302.60	S	03	.00	830.39

FICA TAXES	Wage Period	Soc Wage YTD	Soc Tax YTD	Med Wage YTD	Med Tax YTD
	2809.80	10302.60	638.77	10302.60	149.38

STATE TAXES	St	Wage Period	Wage YTD	M/S	Ex	Tax YTD
	OH	2809.80	10302.60	S	03	306.18

PAY DATA	BAQ Type	BAQ Depn	VHA Zip	Rent Amt	Share	Stat	JFTR	Depns	2D JFTR	BAS Type	Charity YTD	TPC	PACIDN
	W/DEP	SPOUSE	44130	9999.99	1	R		0			.00		

THRIFT SAVINGS PLAN (TSP)	Base Pay Rate	Base Pay Current	Spec Pay Rate	Spec Pay Current	Inc Pay Rate	Inc Pay Current	Bonus Pay Rate	Bonus Pay Current
	0	.00	0	.00	0	.00	0	.00

TSP YTD Deductions	Deferred	Exempt
.00	.00	.00

REMARKS: YTD ENTITLE 15947.09 YTD DEDUCT 1989.72

-MOVING SOON? CHECK OUT SMARTWEB MOVE AT WWW.SMARTWEBMOVE.NAVSUP.NAVY.MIL.
-2004 PRESIDENTIAL/STATE PRIMARIES IN JULY: GA AND OK. IN AUGUST: KS,MI,MO,TN,CO,CT,WY,
AK,FL. SEE YOUR VOTING ASSISTANCE OFFICER OR VISIT WWW.FVAP.GOV.
-WATCH THE NEW PENTAGON CHANNEL AT HTTP://PENTAGONCHANNEL.MIL.
DFAS-CL HAS INSTALLED INTERACTIVE VOICE RESPONSE FOR OUR CUSTOMERS. THE CUSTOMER
SERVICE PHONE NUMBER IS 1-800-346-3374. YOUR PIN WILL GIVE YOU ACCESS TO YOUR ACCOUNT
DATA. YOUR INITIAL PIN IS THE LAST FOUR NUMBERS OF YOUR SSN. YOU WILL BE REQUESTED
TO CUSTOMIZE YOUR PIN ON FIRST USE. BAH BASED ON W/DEP, ZIP 44130

Done | Internet

Start | Inb... | MA... | my... | MX... | MX... | BU... | Ad... | Tas... | Tra... | For... | Mic... | My... | 17:32

Service Group Life Insuance

- Review current election To ensure proper delegation of funds.
- Alpha had a member that had Fiancée on SGLI and spouse on Page Two. Both signed same day different names.
- Four members went forward with zero election for SGLI.

Thrift Savings Plan (TSP)

- This is the government version of the 401k.
- Some may already participating in reserve System.
- You have do a new start form for active duty.
- You have a 60 day window to join from day of going on active duty. If you do not join within 60 days you have to wait for next open season which will be december.

myPay System

- It allows you to review and make some changes to your account on-line without contacting your finance office.
- Items can be done:
  - Change Taxes
  - Change Direct Deposit
  - Review Leave and Earning Statement (LES)
  - Review and Print W-2
  - Review liquidated travel vouchers
  - Start, Stop or Change Thrift Savings Plan (TSP)
- Everyone is required to have an account prior to deployment.
- myPay web site: https://mypay.dfas.mil/mypay.asp

myPay System-Continued

- There is a sheet available that needs to be filled out to get your account reset.
- Your pin will be reset to the last five digits of your SSN.
- There is a second sheet available that explains how to log onto the system after your pin is reset

Review

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Open the floor for questions.